



## ABSTRACT

Cooperation – DCCBs – Taking over of services of de-caderised Paid Secretaries by respective DCCBs as Special Category Assistants – Request for revision of Pay Scales, enhancement of Gratuity and encashment of Earned Leave of Special Category Assistants – Orders - Issued.

## AGRICULTURE AND COOPERATION (COOP.VI) DEPARTMENT

**G.O.Rt.No. 224**

**Dated: 18-02-2010**  
**Read the following:**

1. G.O.Ms.No.106, A&C (Coop.VI) Dept., Dt.18.4.08
  2. G.O.Ms.No.208, A&C (Coop.VI) Dept., dt.8.7.2008
  3. G.O.Ms.No.67, A&C (Coop.VI) Dept., Dt.20.2.2009
  4. From the The Commissioner for Cooperation and Registrar of Cooperative Societies, A.P., Hyderabad & RCS, A.P., Hyderabad letter Rc.No.7103/2009/PC-1, Dt.28.5.09
  5. From the President, AP State Dist. Coop. Central Banks Employees Union, Hyderabad representation dt.28.8.2009
  6. From the The Commissioner for Cooperation and Registrar of Cooperative Societies, A.P., Hyderabad & RCS, A.P., Hyderabad letters in Rc.No.7103/2009/PC-1, Dt.19.9.09, 11.12.09 and 28.01.10.
  7. From the Chief General Manager, NABARD, Mumbai letter No.NB.IDD.Coop.ST(P)/1872/V-77/2009-10, Dt.31.12.2009
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### ORDER:

In the G.O. 1<sup>st</sup> read above, Govt. have fixed pay scales to Paid Secretaries (de-caderised) working in the PACSs on par with Category-V employees of DCCBs, reducing I.R.@ 6.5% being paid to the employees of DCCBs at that time, since the post of Paid Secretary is feeder post to Category-V post.

2. In the G.O. 2<sup>nd</sup> read above, Government have exempted all the DCCBs in the State from the provisions of Section 116(c)(1) of APCS Act 1964 as the pay revision to the employees of the DCCBs is pending since 1997.

3. In the G.O.3<sup>rd</sup> read above, Government permitted the District Cooperative Central Banks to take back the services of de-caderised Paid Secretaries to enable the PACS to comply with the expenditure ceilings fixed by the NABARD under Section 115-D(2) of APCS Act, 1964. It was also ordered that the de-caderised Paid Secretaries will constitute a Special Category of Assistants and will draw emoluments in the scale fixed by Government in the G.O.1<sup>st</sup> read above from the date of joining in DCCBs.

4. In the letter 4<sup>th</sup> cited, the CC & RCS, A.P., Hyderabad has submitted proposals for revision of the pay scales of de-caderised Paid Secretaries fixed vide G.O. 1<sup>st</sup> read above on par with category V employees of DCCBs by reducing 6.5% from basic pay (or) fix a new pay scale just below the pay scale of Category V employees of DCCBs with instructions for revision of pay scales to the Special Category of Assistants

as and when such pay revision is taken up by the DCCBs. The CC & RCS, A.P., Hyderabad has also requested that on other issues i.e., Gratuity and encashment of Earned Leave, as the decaderised Paid Secretaries are working as Special Category of Assistants in DCCBs, they may be eligible to draw the above allowances on par with DCCB employees.

5. In the reference 5<sup>th</sup> read above, the President, AP State Dist. Coop. Central Banks Employees Union, Hyderabad stated that since the banks have taken over services of the Paid Secretaries (de-caderised) as Special Category Staff Assistant and allotted the same duties i.e., cashier/supervisor/staff assistants in the DCCBs, they are eligible for equal pay as that of Category V employees.

6. In the references 6<sup>th</sup> read above, the CC & RCS, A.P., Hyderabad has stated that under the provisions of the Coop. Act, the Societies have the authority to fix the staffing pattern, Pay scales and other service conditions for their employees subject to certain statutory limitations on the overall staff expenditure. However, in the case of this particular category of Paid Secretaries, since they were appointed at the instance of the Govt. through a selection process and thereafter they were constituted into a common cadre for making available their services as Paid Secretaries to various PACSs, the Govt. have been fixing the pay scales of these employees.

7. The CC & RCS, A.P., Hyderabad has further stated that NABARD has since communicated guidelines on staffing, recruitment, transfer and promotion policy in the respect of DCCBs and APCOB, which stipulate that the total cost of the management, including staff cost should not exceed 2% of working fund and 40-60% of total income (gross).

8. Government, after careful examination of the entire matter, observed that after amendment to the APCS Act, 1964 by way of Act 16 of 2007, the DCCBs have been given full autonomy in the matter of personnel policy, staffing, recruitment, posting and compensation to staff subject to the guidelines issued by RBI / NABARD. In view of this, it is not appropriate for the Government to issue any orders / directions to the DCCBs with regard to the Pay Scale of their employees. The scale of pay applicable to Special Category Assistants was considered from time to time in relation to Scale of Pay of the Category V employees of DCCBs and since now they form part of the DCCB employees, and hence, it is for the DCCBs to take appropriate action to give revised pay scale and all other benefits like Gratuity, Encashment of EL etc., to Special Category Assistants on par / equate with Category V Employees of DCCBs with effect from 1.3.2009 or from the date the decaderised paid secretaries joined the respective DCCBs as Special Category Assistants, whichever is applicable, subject to the guidelines issued by NABARD in the reference 7<sup>th</sup> read above for DCCBs.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

K RATNA KISHORE  
PRINCIPAL SECRETARY TO GOVERNMENT

**To**

The Commissioner for Cooperation and Registrar of Cooperative Societies, A.P., Hyderabad  
The Managing Director, APCOB, Hyderabad  
The Chief Executive Officers / General Managers all DCCBs (through the Managing Director, APCOB, Hyderabad)

The Chief General Manager, NABARD, Regional Office, Hyderabad.

**Copy to:**

All the District Collectors in the State (through CC & RCS, A.P., Hyderabad )

All the Dist. Coop. Officers (through CC & RCS, A.P., Hyderabad )

The President, AP State Dist. Coop. Central Banks Employees Union, Hyderabad

The Managing Director, AP Cooperative Union, Gunfoundry, Hyderabad.

PS to Special Secretary to Chief Minister.

PS to Minister for Cooperation.

PS to Chief Secretary to Government.

PS to Prl. Secretary to Govt (C&M)

//FORWARDED ► BY ORDER//

**SECTION OFFICER.**